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Area Wage Survey
Gadsden and Anniston, AL
July 1985

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U.S. Department of Labor
Bureau of Labor Statistics
Summary
August 1985

This summary presents results of a July 1985 survey of occupational wages and supplementary benefits in the Gadsden and Anniston Standard Metropolitan Statistical Areas, which consist of Calhoun and Etowah Counties. This is 1 of 99 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 55 establishments employing 18,498 workers was selected to represent 119 establishments employing 26,346 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers.

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Table 1. Hourly earnings[1] of selected occupations in Gadsden and Anniston, AL, July 1985

Occupation[2]	Number of workers	Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of—																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50
Secretaries	45	8.17	7.25	6.48–10.43	–	–	–	–	–	4	1	1	8	4	7	1	–	3	1	2	2	1	4	5	1	–	–
Secretaries I	14	6.43	6.56	– –	–	–	–	–	–	4	1	–	2	2	2	–	–	3	–	–	–	–	–	–	–	–	–
Secretaries III	19	7.89	7.25	6.48– 9.80	–	–	–	–	–	–	–	1	5	2	5	1	–	–	–	2	–	1	1	1	–	–	–
Stenographers	23	8.95	9.06	6.61– 9.06	–	–	–	–	–	–	–	–	5	1	1	–	1	1	2	8	–	–	3	1	–	–	–
Stenographers I	19	8.95	9.06	6.39– 9.06	–	–	–	–	–	–	–	–	5	1	1	–	–	–	–	8	–	–	3	1	–	–	–
Switchboard operators	15	5.55	4.30	3.55– 7.40	–	7	–	–	1	–	–	1	–	–	5	–	–	–	–	–	–	–	1	–	–	–	–
Key entry operators	49	7.31	6.35	5.50– 9.08	–	–	–	–	–	5	3	7	11	–	2	8	–	–	3	3	–	4	3	–	–	–	–
Key entry operators I	29	6.13	5.90	5.21– 7.90	–	–	–	–	–	5	3	7	6	–	–	8	–	–	–	–	–	–	–	–	–	–	–
Computer operators	30	8.20	7.75	5.97– 9.80	–	–	–	–	1	1	1	6	1	2	1	4	–	2	–	5	–	–	–	5	–	–	1
Computer operators I	15	6.44	5.90	5.75– 7.75	–	–	–	–	1	1	1	5	–	1	1	4	–	1	–	–	–	–	–	3	–	–	–
Computer operators II	11	9.34	9.80	– –	–	–	–	–	–	–	–	1	1	1	–	–	–	1	–	4	–	–	–	–	–	–	–
Drafters	15	8.12	8.20	8.20– 8.50	–	–	–	–	–	–	–	–	–	1	–	2	8	4	–	–	–	–	–	–	–	–	–
Drafters III	15	8.12	8.20	8.20– 8.50	–	–	–	–	–	–	–	–	–	1	–	2	8	4	–	–	–	–	–	–	–	–	–
Maintenance carpenters	17	9.93	12.21	6.81–12.21	–	–	–	–	–	–	–	–	4	1	–	2	–	–	–	–	–	–	1	–	7	2	–
Maintenance electricians	178	10.80	12.35	8.71–12.87	–	–	–	–	–	–	–	–	7	–	2	26	3	9	22	–	–	–	1	–	27	79	–
Maintenance painters	8	9.99	8.48	– –	–	–	–	–	–	–	–	–	–	–	–	–	4	1	–	–	–	–	–	–	–	3	–
Maintenance machinists	131	10.24	9.09	7.87–12.65	–	–	–	–	–	–	–	–	–	–	1	42	–	10	20	–	–	–	–	–	–	58	–
Maintenance mechanics (machinery)	442	10.91	12.35	8.47–12.87	–	–	–	–	–	–	–	–	–	10	3	60	43	15	41	–	–	–	–	–	130	140	–
Motor vehicle mechanics	91	10.48	11.37	8.47–12.35	–	–	–	–	–	–	–	–	–	1	3	4	16	13	4	–	4	–	5	–	29	7	6
General maintenance workers	14	5.79	5.35	– –	–	–	–	–	–	–	10	1	–	–	1	2	–	–	–	–	–	–	–	–	–	–	–
Tool and die makers	22	10.43	10.39	8.75–12.50	–	–	–	–	–	–	–	–	–	–	–	–	–	9	1	–	5	–	–	–	–	7	–
Truckdrivers	265	9.24	9.65	8.25–10.50	–	–	–	–	–	–	9	8	4	27	1	8	54	–	–	81	5	5	14	–	48	–	–
Truckdrivers, medium truck	55	8.98	7.59	6.80–11.18	–	–	–	–	–	–	–	8	–	19	1	2	–	–	–	–	5	5	4	–	13	–	–
Truckdrivers, heavy truck	9	9.65	8.70	– –	–	–	–	–	–	–	–	–	1	4	–	–	–	–	–	–	–	–	4	–	–	–	–
Truckdrivers, tractor-trailer	195	9.47	9.65	8.25– 9.65	–	–	–	–	–	–	3	2	3	4	–	7	54	–	–	81	–	–	6	–	35	–	–
Material handling laborers	116	6.06	5.34	5.09– 8.56	–	–	3	3	1	17	37	3	–	–	9	–	12	12	–	–	–	–	–	19	–	–	–
Forklift operators	334	9.67	11.03	7.51–12.13	–	–	–	–	–	4	19	23	22	4	2	39	2	40	10	–	–	–	10	–	159	–	–
Guards	81	6.34	4.00	3.35–11.12	33	–	–	8	–	4	4	3	–	4	–	–	–	–	–	–	–	–	11	14	–	–	–
Guards I	81	6.34	4.00	3.35–11.12	33	–	–	8	–	4	4	3	–	4	–	–	–	–	–	–	–	–	11	14	–	–	–
Janitors, porters, and cleaners	205	7.79	7.16	4.83–11.32	19	–	1	5	8	33	24	10	1	–	4	1	8	–	–	–	5	–	86	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Gadsden and Anniston, AL, July 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	(1)	-
In establishments providing paid holidays	99	100
Number of holidays:		
2 holidays	(1)	-
3 holidays	(1)	(1)
5 holidays	8	7
6 holidays	5	21
7 holidays	13	6
8 holidays	14	12
9 holidays	11	11
10 holidays	12	18
11 holidays	31	21
12 holidays	5	6
Average number of paid holidays where provided (in days)	9.0	8.6

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Gadsden and Anniston, AL, July 1985

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	(*)	-
In establishments providing paid vacations	99	100
Length-of-time payment	59	99
Percentage payment	41	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	14	1
1 week	5	40
2 weeks	-	14
1 year of service:		
1 week	70	16
2 weeks	27	83
3 weeks	2	1
2 years of service:		
1 week	58	9
2 weeks	39	91
3 weeks	2	1
3 years of service:		
1 week	33	8
2 weeks	60	90
3 weeks	6	2
5 years of service:		
1 week	1	2
2 weeks	71	66
3 weeks	28	32
10 years of service:		
1 week	1	2
2 weeks	24	8
Over 2 and under 3 weeks	1	1
3 weeks	70	80
4 weeks	3	10
15 years of service:		
1 week	1	2
2 weeks	9	4
Over 2 and under 3 weeks	1	-
3 weeks	44	33
4 weeks	44	62
20 years of service:		
1 week	1	2
2 weeks	9	4
3 weeks	25	23
4 weeks	47	60
5 weeks	18	11
25 years of service:		
1 week	1	2
2 weeks	9	4
3 weeks	26	21
4 weeks	24	34
5 weeks	42	32
6 weeks	-	7
30 years of service:		
1 week	1	2
2 weeks	9	4
3 weeks	26	21
4 weeks	22	34
Over 4 and under 5 weeks	2	-
5 weeks	27	31
6 weeks	16	8
Maximum vacation available:		
1 week	1	2
2 weeks	9	4
3 weeks	26	21
4 weeks	22	34
Over 4 and under 5 weeks	2	-
5 weeks	27	31
6 weeks	16	8

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Gadsden and Anniston, AL, July 1986

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	98	100
Life insurance	97	97
Noncontributory plans	90	85
Accidental death and dismemberment insurance	77	71
Noncontributory plans	71	66
Sickness and accident insurance or sick leave or both[2]	91	97
Sickness and accident insurance	82	53
Noncontributory plans	76	49
Sick leave (full pay and no waiting period)	15	90
Sick leave (partial pay or waiting period)	4	20
Long-term disability insurance	10	43
Noncontributory plans	6	34
Hospitalization insurance	98	97
Noncontributory plans	75	59
Surgical insurance	98	97
Noncontributory plans	75	59
Medical insurance	98	97
Noncontributory plans	75	59
Major medical insurance	96	97
Noncontributory plans	75	59
Dental insurance	33	56
Noncontributory plans	27	35
Health maintenance organization	-	-
Noncontributory plans	-	-
Retirement pension	77	85
Noncontributory plans	70	84

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Table 5. Establishments and workers within scope of survey and number studied in Gadsden and Anniston, AL,[1] July 1985

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	119	54	26,346	100	18,160	2,040	18,488
Manufacturing	50	56	30	18,595	71	15,188	969	14,545
Nonmanufacturing[6]	50	64	27	7,751	29	2,972	1,174	3,983

[1] The Gadsden and Anniston Standard Metropolitan Statistical Areas, as defined by the Office of Management and Budget through February 1974, consist of Calhoun and Etowah Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services), and government operations.

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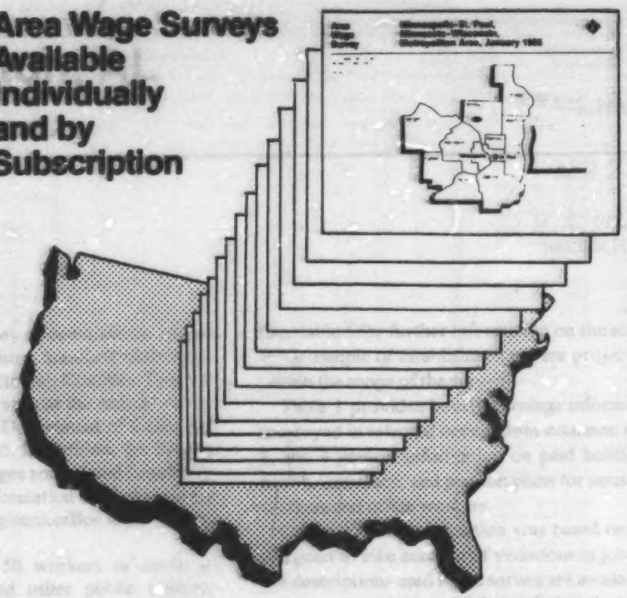

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